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RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/46/808)]

46/191. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the seventeenth annual report of the International Civil Service Commission 1/ and other related reports, 2/

I

ROLE AND FUNCTIONING OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Recalling its resolution 3357 (XXIX) of 18 December 1974, by which it established the International Civil Service Commission,

Recalling also its resolutions 42/221 of 21 December 1987, 43/226 of 21 December 1988 and 44/198 of 21 December 1989, in which, inter alia, it requested a review of the functioning of the Commission,

1. Reaffirms the central role of the General Assembly with regard to the elaboration of the conditions of service for the United Nations common system as a whole and that of the International Civil Service Commission as the independent technical body responsible to the Assembly for the regulation and coordination of those conditions of service of the common system;

1/ Official Records of the General Assembly, Forty-sixth Session, Supplement No. 30 (A/46/30), vols. I and II.

2/ Ibid., Supplement No. 9 (A/46/9); and A/46/7/Add.7 and Corr.1, A/46/275, A/C.5/46/28, A/C.5/46/31, A/C.5/46/33, A/C.5/46/35, A/C.5/46/45 and A/C.5/46/65.

/...

2. Reaffirms also that in the exercise of its functions, the Commission shall be guided by the principles set out in the agreements between the United Nations and the other organizations of the common system and in the statute of the Commission as accepted by those organizations, which aim at the development of a single unified international civil service through the application of common personnel standards, methods and arrangements;

3. Takes note of the report by the Administrative Committee on Coordination on the review of the functioning of the Commission 3/ and of the views expressed by the Commission on this question, as contained in volume II of its report; 1/

4. Affirms the validity of the statute of the Commission;

5. Takes note with appreciation of the improvements that have taken place in the functioning of the Commission, and encourages the Commission to pursue further improvements in its functioning, with a view to enhancing its responsiveness within the common system to the concerns and needs of the different organizations;

6. Reaffirms the right of the Commission under its statute to hold executive meetings, whilst acknowledging the importance of maintaining the fullest possible participation of organizations and staff in the work of the Commission;

7. Invites the Commission to continue to enhance its contacts with the governing bodies, executive heads and staff of organizations of the common system in order to strengthen the cohesiveness and unity of that system and, in this context, to emphasize its advantages;

8. Endorses the efforts of the Commission to maintain the integrity and unity of the conditions of service of the staff of the common system in order to strengthen the effectiveness of common system activities and to ensure equity of treatment of all staff;

9. Requests the governing bodies of the organizations of the common system to invite the Commission to be represented at their respective meetings when matters concerning salaries, allowances, benefits and other conditions of employment are considered;

10. Expresses its appreciation to the Commission for the improvements in the presentation of its annual reports and invites the Commission to continue its efforts to enhance the clarity and transparency of its reports and to rationalize its work programme;

11. Calls upon Member States to see to it that the goals and objectives of the common system embodied in the decisions and recommendations of the Commission, as agreed by the General Assembly, are fully reflected in decisions of the governing bodies of the organizations of the common system;

3/ A/46/275.

II

REGULATION AND COORDINATION OF THE UNITED NATIONS COMMON SYSTEM

Recalling its resolution 45/268 of 28 June 1991, in which it emphasized the obligations of all organizations of the United Nations common system to consult and cooperate fully with the International Civil Service Commission and the United Nations Joint Staff Pension Board on matters relating to conditions of service and pensions,

Emphasizing the importance of, and benefits derived from, maintaining a coherent and unified common system,

1. Recalls that executive heads of the organizations of the United Nations common system have a responsibility to ensure that they apply their organization's rules and regulations with due regard to their obligations under the common system;

2. Deplores the decision of the International Telecommunication Union to grant a special post allowance to headquarters staff at the Professional and higher levels, which is contrary to the norms of the common system, and requests the governing body of the Union to respect its obligations under the common system;

3. Endorses the view of the International Civil Service Commission that the action taken by the International Telecommunication Union in regard to special post allowances is incompatible with the concept of the common system;

4. Regrets that the decision of the Governing Body of the International Labour Organisation to establish a voluntary thrift benefit fund was taken without prior consultation with the Commission;

5. Stresses that the actions of the International Telecommunication Union and the International Labour Organisation should in no way be invoked as precedents by other organizations of the common system or by the International Telecommunication Union and the International Labour Organisation themselves;

6. Notes the decision of the Coordination Committee of the World Intellectual Property Organization to establish a working group on Professional remuneration and, in this regard, requests the Coordination Committee to involve fully the relevant common system bodies in the working group and to seek the views of these bodies, as appropriate, on any report or conclusions reached and to have the latter submitted concurrently with the report of the working group to the Governing Body of the World Intellectual Property Organization;

7. Invites the executive heads of the organizations of the common system to consult the Commission and the United Nations Joint Staff Pension Board before putting proposals relating to conditions of service of staff to their respective governing bodies, in order to avoid action inconsistent with the statute of the Commission and the regulations of the United Nations Joint Staff Pension Fund as accepted by the organizations;

8. Reiterates its appeal to the organizations of the United Nations common system to refrain from seeking to establish for their staff, whether by provisions in their staff regulations or by other means, additional

entitlements and benefits, as such actions would be detrimental to the common system under which all staff should receive equal treatment, irrespective of their employing organizations;

9. Urges the governing bodies of the organizations of the common system to respect fully decisions taken by the General Assembly, on the recommendations of the Commission and the Pension Board, in respect of the conditions of service of the staff;

10. Invites the Commission and the Pension Board to make appropriate recommendations for enhancing respect for and adherence to the common system of salaries, allowances and conditions of service by all governing bodies;

III

STAFF ASSESSMENT RATES FOR THE GENERAL SERVICE AND RELATED CATEGORIES

1. Approves, for the General Service and related categories of staff and with effect from 1 January 1992, the scale of staff assessment rates contained in annex I to volume I of the report of the International Civil Service Commission 1/ and the modalities for its implementation as contained in paragraph 88 of volume I of the report;

2. Also approves, with effect from 1 January 1992, the amendments to the Staff Regulations of the United Nations, as set forth in annex I, paragraph 2, to the present resolution, to replace the present scale of staff assessment for the General Service and related categories;

IV

MARGIN CONSIDERATIONS

Recalling that in section I, paragraph 2, of its resolution 40/244 of 18 December 1985, it approved a range of 110 to 120, with a desirable mid-point of 115, for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service, on the understanding that the margin would be maintained around the desirable mid-point over a period of time,

Recalling also that in section I.C, paragraph 5, of its resolution 44/198, it requested the International Civil Service Commission to monitor the annual net remuneration margin over the five-year period beginning in calendar year 1990 with a view to ensuring, to the extent possible, that by the end of that period the average of the successive annual margins is around the desirable mid-point of 115,

Recalling further that in section VII of its resolution 45/241 of 21 December 1990, it requested the Commission to continue to monitor the evolution of the margin and also the impact of the potential changes in the United States federal civil service pay levels, as a result of the implementation of the Federal Employees Pay Comparability Act of 1990, and to submit recommendations to the General Assembly at its forty-sixth session, with a view to avoiding a prolonged freeze of post adjustment within the five-year period from the calendar year 1990,

Taking note of the recommendations of the Commission as contained in paragraph 116 of volume I of its report 1/ and of the views expressed thereon by the Administrative Committee on Coordination and by Member States in the Fifth Committee,

Taking note also of the information provided by the Commission in respect of the anticipated effects of the implementation of the Federal Employees Pay Comparability Act of 1990 on pay levels in the comparator civil service and hence on the margin,

1. Decides, without prejudice to previous decisions on the averaging of the margin around the mid-point over a five-year period, that any post adjustment increase in New York which may become due until 1994 may be implemented to the extent that it is compatible with the upper limit of the margin;

2. Requests the International Civil Service Commission to continue to monitor further implementation of the comparator's Federal Employees Pay Comparability Act of 1990, including the impact of its locality pay provisions in 1994, and to report thereon to the General Assembly at its forty-ninth session, in order to enable the Assembly to address the issue of the average margin over a five-year period around the desirable mid-point of 115;

3. Endorses the procedure proposed for the management of the post adjustment system within the current margin range as contained in paragraph 109 (b) of volume I of the report of the Commission; 1/

V

THE BASE/FLOOR SCALE

Recalling section I.E. of its resolution 44/198, by which it introduced a mobility and hardship allowance, with effect from 1 July 1990,

Recalling also section I.H of the same resolution, by which it approved the establishment of a floor net salary scale, with effect from the same date, by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,

Recalling further its request to the International Civil Service Commission to report to the General Assembly at its forty-seventh session on the operation of the mobility and hardship allowance and the assignment grant, and taking into account the views expressed in the Fifth Committee on this matter, in particular on the link between the floor net salary scale and the mobility and hardship allowance,

1. Requests the International Civil Service Commission to include in its report, to be submitted to the General Assembly at its forty-seventh session, a cost-benefit analysis of the operation of the mobility and hardship allowance, as well as an assessment of the personnel management benefits and details of savings achieved in other administrative costs with the introduction of the current arrangements;

2. Approves, with effect from 1 March 1992, the revised scale of gross and net salaries for staff in the Professional and higher categories contained in annex II to the present resolution and the consequential amendments to the Staff Regulations of the United Nations, as reflected in annex I, paragraph 1, to the present resolution;

VI

COMPARATOR

Reaffirming that the Noblemaire principle should continue to serve as the basis of comparison between United Nations common system emoluments and those of the highest-paid civil service,

Recalling that in section I.B of its resolution 44/198, the General Assembly requested the International Civil Service Commission to propose at its forty-sixth session a methodology for carrying out checks every five years to determine which is the highest-paid civil service,

1. Endorses the conclusions of the International Civil Service Commission in respect of a methodology for conducting checks to determine the highest-paid civil service, as contained in annex V to volume I of its report,1/ and requests that the development and application of this methodology be carried out as economically as possible;

2. Invites the Commission to analyse, in conjunction with the information requested in section IV, paragraph 2, of the present resolution, the potential consequences of the Federal Employees Pay Comparability Act of 1990 on the pay levels of the current comparator, the United States federal civil service, providing in the analysis full details of all the special pay systems which have been introduced by the comparator civil service, and report thereon to the General Assembly at its forty-ninth session;

3. Requests the Commission to seek the views of the General Assembly on this matter after the completion of phase I of the methodology;

VII

CONDITIONS OF SERVICE OF ASSISTANT SECRETARIES-GENERAL AND UNDER-SECRETARIES-GENERAL

Recalling section V of its resolution 45/241 by which it requested the International Civil Service Commission to reconsider, in a comprehensive manner, the remuneration of staff of the organizations of the United Nations common system at the Assistant Secretary-General, Under-Secretary-General and equivalent levels,

Taking note of the recommendations of the Commission as contained in paragraph 173 of volume I of its report, 1/

Noting that proposals are being advanced for the restructuring of the Secretariat and that the Secretary-General intends to conduct a review of representation allowances, honorariums and related matters,

Taking note of the views expressed by the Administrative Committee on Coordination, the Advisory Committee on Administrative and Budgetary Questions and Member States in the Fifth Committee on this question,

Decides to defer until its forty-seventh session a decision on the recommendations of the International Civil Service Commission regarding the conditions of service of staff of the organizations of the United Nations common system at the Assistant Secretary-General, Under-Secretary-General and equivalent levels;

VIII

PERSONNEL POLICY CONSIDERATIONS

Recalling its request in section XII of its resolution 45/241 that the International Civil Service Commission resume active consideration of the substantive areas covered under articles 13 and 14 of the statute of the Commission,

Recalling also the views contained in its resolutions 43/226 and 44/198 in the area of motivation and productivity of staff, including recognition of outstanding performance,

Stressing the importance of the Commission actively pursuing its mandate in respect of personnel policy and, in particular, of motivating the staff of the organizations of the United Nations common system,

Invites the International Civil Service Commission to pursue, as a matter of priority, its review of merit systems and performance appraisal in the common system as a vehicle for enhancing productivity and cost-effectiveness;

IX

WORK PROGRAMME

1. Takes note of the revisions which it has been necessary for the International Civil Service Commission to make to its work programme in connection with reports requested by the General Assembly:

(a) On the measurement of the housing element in the remuneration package;

(b) In respect of the establishment of a pilot project to simulate the operation of the proposals of the Commission in a limited number of field duty stations where valid housing comparisons were difficult or impossible;

(c) In respect of a revised rental subsidy scheme;

(d) Regarding the granting of expatriate entitlements to staff members living in their home countries while stationed at duty stations located in another country;

(e) In respect of the methodology for the determination of dependency allowances;

2. Requests the Commission to submit these reports at the earliest opportunity;

3. Also requests the Commission to include in its work programme a review of the differences between United Nations and United States net remuneration at individual grade levels and to report to the General Assembly at the earliest opportunity;

X

GENERAL SERVICE SALARY SURVEY METHODOLOGY

Recalling section XIII, paragraph 4, of its resolution 45/241, in which it noted that the International Civil Service Commission would review in 1991 the methodology for the conduct of salary surveys of the General Service and related categories at headquarters duty stations, and requested the Commission to submit a report thereon to the General Assembly at its forty-seventh session,

Recalling also section XIV of the same resolution, in which it requested the Commission to consider the relativities between the terms and conditions of service of staff in the Professional and higher categories and those in other categories, as well as the broader question of the recruitment and retention of staff,

Taking note of the results and related implications of the surveys of best prevailing conditions of service at Geneva and Vienna for the General Service and related categories of staff, as carried out by the Commission under article 12 of its statute,

Taking note also of the decision of the Commission to complete in 1992 its review of the methodology for conducting surveys of best prevailing conditions of employment for the General Service and related categories of staff at headquarters locations,

Requests the International Civil Service Commission speedily to conclude these reviews and to report thereon to the General Assembly at its forty-seventh session.

79th plenary meeting
20 December 1991

ANNEX I

Amendments to the Staff Regulations of the United Nations

Regulation 3.3

1. Replace the second table in paragraph (b) (i) by the following table:

Total assessable payments (US dollars)	Staff assessment rates used in conjunction with gross base salaries	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First $15 000 per year	13.0	17.3
Next $ 5 000 per year	31.0	34.3
Next $ 5 000 per year	34.0	38.5
Next $ 5 000 per year	37.0	41.8
Next $ 5 000 per year	39.0	43.8
Next $10 000 per year	41.0	45.9
Next $10 000 per year	43.0	48.1
Next $10 000 per year	45.0	50.4
Next $15 000 per year	46.0	51.0
Next $20 000 per year	47.0	52.6
Remaining assessable payments	48.0	57.0

2. Replace the table in paragraph (b) (ii) by the following table:

Total assessable payments (US dollars)	Assessment (percentage)
First $2 000 per year	15
Next $2 000 per year	18
Next $2 000 per year	20
Next $2 000 per year	21
Next $4 000 per year	22
Next $4 000 per year	23
Next $4 000 per year	24
Next $6 000 per year	25
Next $6 000 per year	25.5
Next $6 000 per year	26
Next $8 000 per year	26.5
Next $8 000 per year	27
Next $8 000 per year	27.5
Next $8 000 per year	28
Remaining assessable payments.....	29

ANNEX II

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment*

(US dollars)

Effective 1 March 1992

		S			T			E			P		S			
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Under-Secretary-General																
USG	Gross	137 508														
	Net D	81 304														
	Net S	73 003														
Assistant-Secretary-General																
ASG	Gross	124 560														
	Net D	74 571														
	Net S	67 436														
Director																
D-2	Gross	101 163	103 504	106 844	108 183	110 523	112 863									
	Net D	62 405	63 622	64 839	66 055	67 272	68 489									
	Net S	57 375	58 382	59 388	60 394	61 400	62 406									
Principal Officer																
D-1	Gross	89 025	90 992	92 958	94 923	96 889	98 855	100 837	102 840	104 842						
	Net D	55 984	57 026	58 068	59 109	60 151	61 193	62 235	63 277	64 318						
	Net S	51 673	52 605	53 537	54 469	55 400	56 332	57 235	58 096	58 957						
Senior Officer																
P-5	Gross	78 037	79 783	81 558	83 338	85 117	86 894	88 674	90 453	92 230	94 009	95 789	97 566	99 345		
	Net D	50 140	51 083	52 026	52 969	53 912	54 854	55 797	56 740	57 682	58 625	59 568	60 510	61 453		
	Net S	46 433	47 289	48 133	48 977	49 820	50 663	51 506	52 350	53 192	54 035	54 879	55 721	56 565		
First Officer																
P-4	Gross	63 835	65 313	67 015	68 717	70 420	72 122	73 824	75 528	77 230	78 931	80 645	82 383	84 117	85 851	87 587
	Net D	42 349	43 269	44 188	45 107	46 027	46 946	47 865	48 785	49 704	50 623	51 542	52 463	53 382	54 301	55 221
	Net S	39 368	40 198	41 032	41 866	42 701	43 535	44 369	45 204	46 038	46 871	47 701	48 525	49 346	50 168	50 991
Second Officer																
P-3	Gross	51 421	52 937	54 453	56 002	57 573	59 142	60 713	62 284	63 855	65 433	67 031	68 631	70 230	71 830	73 430
	Net D	35 560	36 424	37 288	38 151	39 015	39 876	40 742	41 606	42 470	43 334	44 197	45 061	45 924	46 788	47 652
	Net S	33 227	34 014	34 801	35 582	36 361	37 139	37 919	38 698	39 477	40 257	41 040	41 824	42 608	43 392	44 176
Associate Officer																
P-2	Gross	40 903	42 214	43 522	44 832	46 181	47 535	48 891	50 246	51 602	52 956	54 311	55 691			
	Net D	29 483	30 256	31 028	31 801	32 573	33 345	34 118	34 890	35 663	36 435	37 207	37 980			
	Net S	27 679	28 386	29 095	29 804	30 508	31 211	31 914	32 618	33 321	34 024	34 727	35 428			
Assistant Officer																
P-1	Gross	30 638	31 856	33 072	34 290	35 524	36 781	38 041	39 298	40 556	41 815					
	Net D	23 339	24 082	24 824	25 567	26 309	27 051	27 794	28 536	29 278	30 021					
	Net S	22 034	22 718	23 401	24 086	24 768	25 449	26 130	26 810	27 491	28 172					

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.

* This scale represents the result of a consolidation of six multiplier points of post adjustment into net base salary. There will be consequential adjustments in the post adjustment indices and multipliers effective 1 March 1992. Thereafter changes in post adjustment classifications will be effected on the basis of the movements of the newly consolidated post adjustment indices.